

# News Leader

FORT SAM HOUSTON



NOVEMBER 20, 2015  
VOL. 57, NO.46

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HOTLINES**



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A PUBLICATION OF THE 502nd AIR BASE WING — JOINT BASE SAN ANTONIO-FORT SAM HOUSTON



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## 'Salute To Veterans'

Fort Sam Houston celebrated military veterans at a ceremony hosted by Lt. Gen. Perry L. Wiggins along with key leaders from every military service branch at MacArthur Parade Field Nov. 13.

While celebrating all veterans, past and present; this ceremony gave special recognition to those who fought during the Vietnam War. The ceremony's back-

drop was the traveling Vietnam Memorial Wall presented by the American Veterans Traveling Tribute.

Each Vietnam Veteran was presented with a lapel pin recognizing their service. Wiggins is commanding general of U.S. Army North (Fifth Army) and senior Army commander of Fort Sam Houston and Camp Bullis. Turn to Pages 10-11 for more photos.



**Photos by Sgt. 1st Class Wynn Hoke and Luis Deya**

As part of the U.S. Army North's "Salute to Veterans" activities, the American Veterans Traveling Tribute, an 80 percent scale replica of the Vietnam War Memorial Wall in Washington, D.C., was featured at MacArthur Field Nov. 10 through Friday. The traveling memorial had drawn hundreds of visitors that would not have been able to make the trip to the original memorial and allowed them to pay their respects to those who had given the ultimate sacrifice for their country.

(Above) Lt. Gen. Perry L. Wiggins and other senior military leaders from around Fort Sam Houston and Joint Base San Antonio gave special recognition to Vietnam Veterans in attendance by presenting each with a lapel pin for their service during the "Salute To Veterans" event at MacArthur Field on Fort Sam Houston Friday, honoring veterans past and present for their service. Wiggins is the commanding general of U.S. Army North (Fifth Army) and senior Army commander of Fort Sam Houston and Camp Bullis.

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# The new NCOER and the need for graduate-level counselors

By Sgt. Maj. William E. White Jr.  
The United States Army Old  
Guard Fife and Drum Corps

Rating officials face significant opportunities and challenges as part of the Noncommissioned Officer Evaluation Report system update, which begins Jan. 1.

Both the opportunities and challenges stem from the fact that U.S. Army Human Resources Command will be tracking rater tendencies and constraining senior rater profiles.

This increased accountability will help focus the target group for promotion and increase the percentage of strong NCOs selected for the next rank. It will also be a mammoth leadership challenge, specifically for senior raters who will carry the burden of informing the majority of NCOs during their Annual Performance Review that they are not the "Most Qualified" NCO in their peer group.

To achieve the potential benefit, we rating officials must accept the challenge before us – to do our jobs better and make our Army stronger. Leaders must begin laying the foundation for success now, and the key to that success is simple: effective counseling.

Consider these three facts: Inflation of NCOERs has been the accepted standard for years; the NCOER is not the problem, but rather the rating officials' execution of the evaluation; senior raters have not previously been required to conduct counseling.

These are not easy facts to face. But, as leaders, we must step back from the situation and view it objectively.

From a purely logical perspective, in any group of NCOs, only one can be the best. However, the inflation of NCOERs over the years has led to far too many NCOs receiving "1 and 1" ratings, which Army Regulation 623-3 defines as "the cream of the crop and ... a recommendation for immediate promotion."

We have taught ourselves and our young NCOs that only a "1 and 1" is acceptable and, therefore, far too few of our NCOs are being honestly and accurately assessed. Not every NCO is the cream of the crop. Not every NCO deserves a recommendation for immediate promotion.

If senior raters were already executing non-inflated reports based on consistent counseling, there would be no reason to implement a constrained senior rater profile because senior raters would be self-regulating.

The lack of self-regulation, resulting in consistently inflated NCOERs, has led to systematic regulation: the constrained senior rater profile.

Under this new system, which limits senior raters to no more than 24 percent of evaluations assessed as "Most Qualified," 76 percent of rated NCOs will now only be "Highly Qualified" (or "Qualified" or "Not Qualified") on their evaluations.

This will be the first time that many NCOs

are told they are not the best among their peers. That will be a hard pill to swallow for many, even if they know deep down that the NCO to their left or right is usually one step ahead of them.

Effective counseling is the best remedy leaders have to address this situation.

We already have Army doctrine and regulations providing leaders with guidance regarding performance counseling.

The current NCOER system requires raters to counsel rated NCOs quarterly. The new system requires senior raters to counsel the rated NCOs at least twice during the rating period.

Army Techniques Publication 6-22.1, The Counseling Process, states, "Counseling at the beginning of and during the evaluation period ensures the subordinate's personal involvement in the evaluation process." The primary purpose of quarterly counseling, as defined in AR 623-3, is "telling the rated NCO how well he or she is performing."

These definitions are fine minimum standards, but effective counseling is far more important than enforcing a subordinate's "personal involvement" or cataloguing a list of tasks completed or not.

ATP 6-22.1 outlines the basic structure for counseling. Anyone in position to senior rate a NCO should already understand the four stages of counseling, the various types of developmental counseling and the three basic skills required of a

counselor. One section of this ATP, however, provides important information that our new NCOER system will likely make critical for counselors.

With at least 76 percent of NCOs now assessed as less than "Most Qualified," counselors will need to understand "Addressing Resistance." Traditionally, resistance to counseling has been a situation associated with negative performance or disciplinary counseling.

In the case of laying the foundation for success with the new NCOER, counseling resistance may become a more frequent issue to face, and as the ATP states, that resistance may come from either the counseled individual or the leader conducting the counseling.

The subordinate's resistance is easy to foresee. More than a few NCOs will be resistant to the idea that they are not being evaluated as "Most Qualified." This will lead to some resistance from the counseled NCO, but our current inflated NCOERs should indicate that some resistance to counseling will also come from leaders.

The leaders' resistance may stem from a hesitance to be completely honest about their assessment of an NCO. Every senior rater would like to think that he or she is consistently providing honest assessments, but if this lack of forthright assessment didn't exist, there would have been far more NCOs receiving 3s or even 4s on the current NCOER.

Senior raters owe it to their Soldiers and to the long term health of the Army to provide honest and specific evaluations of a rated NCO's potential. Though we leaders are charged with developing our subordinates to the limits of their potential, we are not responsible for ensuring that all our subordinate NCOs get promoted.

This false notion, however, is alive and well. Quite often, when a rating official executes an honest evaluation that assesses an NCO at less than "Among the Best" and "1 and 1," the rated NCO is surprised by the less than stellar rating and feels betrayed by his or her leader. If a rating official conducts regular effective counseling, however, there is no reason for the rated NCO to be surprised.

When an NCO has just been told, perhaps for the first time, that he or she is not "Most Qualified" for promotion, one of the first things he or she will want is an answer to some version of this question: "How do I change your mind?" or "How do I get 'Most Qualified'?" or "What did 'Joe' do that I haven't?"

The answer is, there is no clear answer. The training materials for the new NCOER explicitly state that most NCOs will be rated "Highly Qualified." Senior raters will no doubt find they have to make a hard choice between two or more competent and fully qualified NCOs.

**See NCOER, P9**



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## News Briefs

### 16th Annual 'Honoring The Veterans' Pow Wow

U.S. Army North hosts the 16th Annual "Honoring the Veterans" Pow Wow at the Fort Sam Houston Quadrangle from 10:30 a.m. to 4 p.m. Saturday. Visitors with identification can enter the Walters Street Entry Control Point. A blessing and opening remarks takes place at 10:30 a.m., then gourd dancing at 11 a.m., grand entry at 12:30 p.m. and closing ceremony at 4 p.m. For more information, visit <http://www.unitedsanantoniopowwow.com>.

### Free parenting order legal clinics available

All three Joint Base San Antonio judge advocate general offices and the Texas Attorney General's staff offer military parents free parenting order legal clinics to answer questions about paternity, child support and parenting time. At JBSA-Lackland, the clinic is from 11 a.m. to 1 p.m. Dec. 16 at 1701 Kenly Ave., building 2484, conference room 029. At JBSA-Fort Sam Houston, the clinic is from 11 a.m. to 1 p.m. Jan. 28, 2016 at the M&FRC, 2910 Stanley Road, building 2797. Clinic coordinators ask that parents not bring children to the clinics. For more information, call 652-6781 at JBSA-Randolph, 671-5789 at JBSA-Lackland and 808-0169 at JBSA-Fort Sam Houston.

### 2015 Federal Benefits Open Season Underway

The open season for the Federal Employees Health Benefits Program (FEHB), Federal Employees Dental and Vision Insurance Program (FEDVIP) and the Federal Flexible Spending Account Program (FSAFSDS) continues through Dec. 14. Enrollment in a Self Plus One option is now available for the FEHB and enrollment in this program will satisfy the Affordable Care Act's minimum essential coverage requirement. FEHB election are effective Jan. 10, 2016 and will be reflected on leave and earnings statements for the pay period ending Jan. 23, 2016. FEDVIP elections are effective Jan. 1, 2016. The benefit period for health care and limited expense flexible spending accounts runs from Jan. 1 to Dec. 31, 2016. The benefit period for dependent care flexible spending accounts runs from Jan. 1 of the current year through March 15 of the following year. Federal employees can find more

See **NEWS BRIEFS, P6**

# Fort Sam Houston Modern Military Pentathlon makes big splash

By Sgt. Christian Turner  
U.S. Army North Public Affairs

The Fort Sam Houston Modern Military Pentathlon kicked off with a big splash at the Jimmy Bought Fitness Center Nov. 6, with more than 20 swimmers gathering for a 200-meter freestyle swim.

"This is exciting," said U.S. Army North health promotions officer Paul Kennedy. "After a long drought of not having the modern pentathlon as a sport at Fort Sam Houston, this is a great throwback from the past into the future by bringing these military members to compete in this event."

Lt. Gen. Perry Wiggins, commanding general, U.S. Army North (Fifth Army) and senior Army commander of Fort Sam Houston and Camp Bullis, had tasked the Army North



Swimmers take their places on the starting block during the 200-meter swim event of Fort Sam Houston's Modern Military Pentathlon at the Jimmy Bought Fitness Center Nov. 6. More than 20 swimmers from the Army, Navy, and Marines participated in the event.

Community Health Promotion Board with a way to encourage healthy competition and camaraderie between units on Fort Sam Houston.

The group suggested

bringing back the pentathlon.

The U.S. Marines of the 4th Reconnaissance Battalion took the top team prize, while their comrades who showed up to cheer them on

took home the Spirit Award.

The top swimmer was Navy Lt. Correy Dean who clocked in at 2 minutes, 24.76 seconds. Army Maj. Tim Hansen of Army North Task

Force 51 took second at 2:29.64, while NCO Academy Brigade Sgt. 1st Class Thomas Lucas rounded out third at 2:31.51.

Fort Sam Houston once served as the national training center for the U.S. Modern Pentathlon team that produced multiple Olympic medalist in the 1950s and 1960s. San Antonio was an ideal location given its ideal year-round weather conditions for outdoor training. The center stood for more than 40 years before relocating to Colorado Springs, Colo., in 1996.

The next event, horsemanship, will be held in March 2016, followed by run and shoot in May 2016 and fencing in July 2016.

The final event including all four categories will take place November 2016.



Marines from the 4th Reconnaissance Battalion placed as the top team at Friday's 200-meter swim event of Fort Sam Houston's Modern Military Pentathlon, receiving their award from U.S. Army North chief of staff Col. Mark A. Bertolini at the Jimmy Bought Fitness Center Nov. 6. Team members included (from left) Lt. Col. Eric Dill, Staff Sgt. Joey McDonald, Sgt. Dustin Jones and Sgt. Robert Bagley.



Photos by Sgt. 1st Class Wynn Hoke

The medal for top swimmer went to Navy Lt. Correy Dean (center). Second place went to Army Maj. Tim Hansen (left) of Army North Task Force 51, while the third-place medal went to Sgt. 1st Class Thomas Lucas of the NCO Academy Brigade (right).

# Army orthopedic technician recognized as master caster by American Society of Orthopedic Professionals

By Phil Reidinger  
AMEDDC&S, HRC&E Public Affairs

The master caster is an instructor-level certificate for orthopedic technicians and to test for this level, the technician must have successfully completed the registered orthopedic technician and certified orthopedic technician examinations and have a minimum of five years of experience as an orthopedic technician.

The exam is 100 questions based on Dr. Augusto Sarmiento's book of casting and splinting, titled "Manual of Fracture Casting and Bracing," published in 1979.

After successfully passing the exam, the practical

portion must be taken at any of the casting workshops offered around the country annually.

The practical is a one-time attempt at rolling an advanced cast in front of an ASOP Instructor for verification of measurements and functionality. No second attempt is authorized. Approximately 10 people per year are awarded the master caster certification.

This year, one military orthopaedic technician, Sgt. 1st Class Heather Flores, was awarded this recognition. She is with the Subject Matter Expert Department under the Directorate of Training and Academic Affairs at the U.S. Army Medical Department

Center and School, U.S. Army Health Readiness Center of Excellence on Fort Sam Houston.

Flores completed initial medical training as a combat medic healthcare specialist in 1996 and later competed training as an orthopaedic technician.

She is a certified orthopedic technician and registered orthopedic. Her previous assignments include as a platoon sergeant, squad leader, advanced individual training instructor, medical operations NCO and NCO-in-charge of an orthopedic clinic. She has completed four deployments in support of Operation Iraqi Freedom and Operation Enduring Freedom.



Photo by Phil Reidinger

Sgt. 1st Class Heather Flores (left), U.S. Army Medical Command, is presented the American Society of Orthopedic Professionals Master Caster Certificate by society president Charles Barocas at the U.S. Army Medical Department Museum on Fort Sam Houston.



# North Central Federal Clinic adds 800 patient slots

As part of the 59th Medical Wing's ongoing drive to provide the perfect patient experience, the Air Force is opening 800 additional patient slots to TRICARE Prime beneficiaries ages 2 to 64 at the sought after North Central Federal Clinic.

Located at 17440 Henderson Pass, near US 281 North and Loop 1604, the clinic saves patients a trip across town when accessing common healthcare services.

The clinic provides primary care, pharmacy, lab, radiology, mental health, patient education services and more, while still being integrated with the outstanding specialty care support available at Wilford Hall Ambulatory Surgical Center and San Antonio Military Medical Center.

The NCFC boasts a

consistently high 97 percent patient satisfaction rate.

"Dr. Scott Monroe is awesome. He realized I needed immediate surgery and sent me to SAMMC with a point of contact by name; they were waiting and took care of me quickly. Dr. Monroe has been my primary care manager for five years. I love him and his team. The people here are great from check in to check out," one patient reported through the Interactive Customer Evaluation system.

With six providers across two different Patient-Centered Medical Home teams and 93 percent provider-team continuity, the clinic delivers comprehensive care. Additionally, the clinic affords reliable same-

day acute appointment availability and all other appointment types – including physicals, wellness appointments, and follow-up care – are available within three days.

In addition to convenience, patients appreciate the level of provider engagement common at the clinic.

To join the NCFC family, call 1-800-444-5445 to request a PCM at the facility. As a clinic enrollee, you will continue to book appointments via your preferred route, including the Consult Appointment Management Office at 916-9900; TRICARE Online at <http://www.tricareonline.com>; or by sending a RelayHealth (MiCare) secure message to your PCMH team at <http://www.airforcemedicine.af.mil/MiCare>.



U.S. Air Force photo

The Air Force is opening 800 additional patient slots to TRICARE Prime beneficiaries ages 2 to 64 at the North Central Federal Clinic, located at 17440 Henderson Pass in San Antonio. Services at the clinic include primary care, pharmacy, lab, radiology, mental health and patient education.

Clinic hours are Monday through Friday 7:30 a.m. to 4:30 p.m.

The NCFC does not

provide emergency care services. In case of a medical emergency, call 911 or go to your nearest

emergency room.

(Source: 59th Medical Wing Public Affairs)

# News Briefs

## Continued from P3

detailed information on making an open season election on the myPers website at <https://myPers.af.mil>.

### Fort Sam Houston Museum Open

Take a step into history at the Fort Sam Houston Museum in the Quadrangle, building 16, the oldest structure on the installation. The museum chronicles the history of the Army in San Antonio from its arrival in 1845 to the present. Learn about the vital role Fort Sam Houston played in the development of the Army and connect with the Soldiers who served on this historic post. The museum offers numerous services for military members and their families to include professional development, neighborhood histories and special history searches for the kids. Admission to the museum is free to all active duty service members, retirees, civilians and family members. The hours are 10 a.m. to 4 p.m. Tuesday-Friday, noon to 4 p.m. Saturday and closed Sunday, Monday and federal holidays. For more information, call 221-1886.

### North New Braunfels, Harry Wurzbach West Access Control Points Open In Mornings

The North New Braunfels Access Control Point, located by the Quadrangle, and the Harry Wurzbach West ACP, also known as the Pershing Gate, are open for incoming and outgoing traffic from 5:30-8:30 a.m. Mondays through Fridays, except on federal holidays, according to the 502nd Security Forces Squadron.

### Stray Animals Notice For JBSA-Fort Sam Houston Residents

Many stray or roaming animal sightings are near residences. The stray or roaming animals are seeking food, water and shelter. Although this is not necessarily a housing problem, housing officials ask that residents refrain from feeding any animal that does not belong to them or that is running wild on Joint Base San Antonio-Fort Sam Houston. If stray or roaming dogs in housing areas or entering the installation are seen, please call the 502nd Civil Engineering Squadron service call desk at 671-5555 to establish a work order and report the stray as soon as possible. Civil engineers will set traps for the strays and remove once the strays have been caught. If a wild animal is seen, keep away and make sure that no one is leaving food or water near housing areas. In addition, call Lincoln Military Housing at 221-0948 to have pest control service place a trap around the residence.

# CELEBRATING AMERICA'S MILITARY AT THE ALAMO



Photo by Army Sgt. Christian Turner

Lt. Gen. Perry L. Wiggins (far right), commanding general, U.S. Army North (Fifth Army) and senior Army commander, Fort Sam Houston and Camp Bullis (right) and Maj. Gen. Margaret Poore, commander of the Air Force Personnel Center, Joint Base San Antonio-Randolph, salute during a wreath ceremony at the Alamo Nov. 7.



Photo by Army Sgt. Christian Turner

Lt. Gen. Perry L. Wiggins shakes hands with parade goers following a wreath laying ceremony at the Alamo Nov. 7. The parade was a part of San Antonio's Celebrating America's Military festivities.



Photo by Army 1st Lt. Chris Stanis

Members of the Joint Base San Antonio Joint Service Color Guard prepare to case the American flag following a wreath ceremony at the Alamo Saturday as a part San Antonio's Celebrating America's Military activities Nov. 7.



Maj. Gen. K.K. Chinn (second from right), U.S. Army South commanding general, speaks with family members of the late Alex E. Tovar, a decorated World War II Veteran and former prisoner of war, just prior to the wreath laying ceremony at Alamo Plaza Nov. 7. The ensuing veteran's parade was dedicated in honor of Tovar. The parade was part of the Celebrate America's Military to honor the men and women who have served in the armed forces.

Photo by Sgt. Maj. Rodney Williams



Photo by Esther Garcia

Maj. Gen. Steve Jones, commanding general of the U.S. Army Medical Department Center and School, U.S. Army Health Readiness Center of Excellence at Fort Sam Houston and chief of the U.S. Army Medical Corps, greets parade goers during the Veterans Parade in front of the Alamo in downtown San Antonio Nov. 7.



# USAISR earns prestigious Army Safety and Occupational Health Star flag

By Steven Galvan  
USAISR Public Affairs

The U.S. Army Institute of Surgical Research on Fort Sam Houston is the latest Army Medicine organization to earn the prestigious Army Safety and Occupational Health Star Flag during a

ceremony Nov. 3.

The flag is earned by Army units for successful implementation of the Army Safety and Occupational Health Management System that is equivalent to a federal program by the Occupational Safety and Health Administration, an agency of the U.S.

Department of Labor.

The flag was presented to acting USAISR commander Col. (Dr.) Booker King and the USAISR Army Safety Health Management System team by Maj. Gen. Brian C. Lein, commanding general of the U.S. Army Medical Research and Materiel Command and

Fort Detrick, Md., and the deputy for medical systems to the Assistant Secretary of the Army for Acquisition, Logistics, and Technology.

“Congratulations! This is truly a great day for MPMC and the ISR, but this is just a start,” Lein said. “You have to continue safe practices every day and continue to embrace the safety culture that you have gone through over the course of the last two years to earn this recognition.”

To earn the SOH Star Flag, an organization must complete 243 safety and occupational health performance-based tasks across three phases. The completion of all the phases normally takes three years to

accomplish and covers areas in safety and health training, hazard prevention and control, a worksite analysis, management leadership and employee involvement.

According to USAISR health, safety and environmental specialist Stephanie Truss, the institute met and/or exceeded all standards and completed all three phases of the program in two years.

“It was clearly evident then and now that the staff truly understands the concept that safety is everyone’s business,” Truss said. “A special ‘thank you’ goes out to the safety team and the entire staff for supporting this program and getting us to this point.”

Lein concluded his remarks at the flag presentation ceremony by challenging the USAISR to maintain and instill safety to all new members joining the institute.

“Make sure that the brand new E-2s that shows up here from advanced initial training, the O-4 or the civilian understands that they are part of the safety process and that they embrace it from day one,” Lein said.

“This is an organization accomplishment and a true team award,” Truss said. “The participation of safety every day at this institute by every service member, civilian and contractor made this possible and we did it!”



Photo by Steven Galvan

Maj. Gen. Brian C. Lein (left) commanding general of the U.S. Army Medical Research and Materiel Command and Fort Detrick, Md., and the deputy for medical systems to the Assistant Secretary of the Army for Acquisition, Logistics, and Technology presents the U.S. Army Institute of Surgical Research leadership and the USAISR Army Safety Health Management Team the prestigious Army Safety and Occupational Health Star Flag during a ceremony Nov. 3. Also shown (from left) are Stephanie Truss, USAISR health, safety and environmental specialist; USAISR senior scientist Vic Convertino, Ph.D.; Maria Dominguez, Staff Sgt. Jason Williams; Col. (Dr.) Booker King, USAISR acting commander; USAMRMC Command Sgt. Maj. David Rogers and USAISR senior leader Sgt. Maj. James Devine.

# 59th Medical Wing kicks off patient safety initiative

By Air Force Staff Sgt.  
Michael Ellis  
59th Medical Wing Public Affairs

With a focus on patient safety, 59th Medical Wing leadership and staff at Joint Base San Antonio-Lackland met with industry-leading patient experience experts Oct. 20-22 in a bid to achieve a significant organizational milestone – to become a high-reliability organization.

In the summer of 2014, Lt. Gen. (Dr.) Mark A. Ediger, Surgeon General of the Air Force, sought an outside review aimed at bringing the industry's best practices to the Air Force medical system. He launched the Trusted Care safety science initiative with one purpose – to bring a proven high-reliability safety science

program to the Air Force Medical Service.

Air Force senior leaders decided to seek help from civilian experts with experience in helping hospitals improve their safety programs. Over the next year, military treatment facilities will implement the same methodology used at more than 800 civilian medical facilities.

“Our ultimate goal is to provide trusted care to patients, to diagnose and implement new practices at Air Force military treatment facilities,” said Maj. Gen. (Dr.) Bart Iddins, 59th MDW commander. “Because the 59th MDW provides medical care across San Antonio, the impact of the safety initiative will be felt throughout the community.

“We owe our patients safe care and the perfect patient experience. We must leverage this opportunity to its fullest,” he said.

The initiative will take place in three phases. This initial visit marked the first step in a series of steps estimated to span 18 months. During the visit, the health care consultants toured wing facilities, conducted a diagnostic assessment by surveying the work climates and performed a common cause analysis.

“This first visit primarily focused on reviewing records with patient safety and risk management staff,” said Army Col. John Ekstrand, 59th MDW chief medical officer.

After the diagnostic assessment visit, improve-

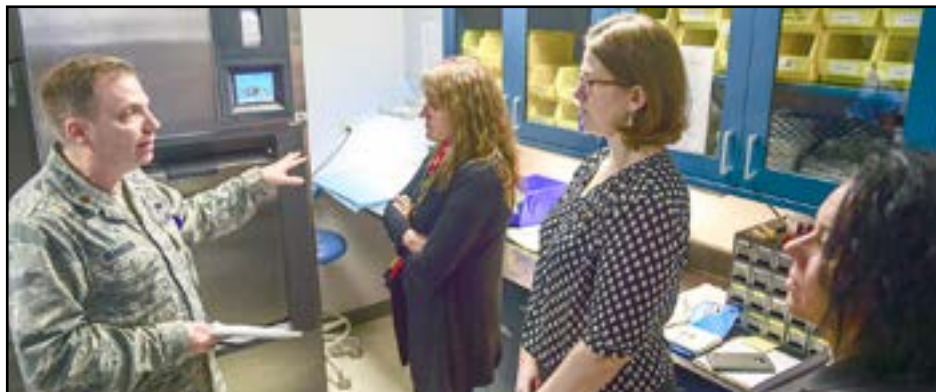


Photo by Air Force Staff Sgt. Michael Ellis

Maj. David Dennison, 359th Aerospace Medicine Squadron, briefs a group of health care consultants at the Randolph Clinic on Joint Base San Antonio-Randolph Oct. 22. Dennison explained the new sanitation procedures that the clinic implemented to ensure patient safety.

ments will be implemented to promote a safety culture during the second phase.

“We want to make it easy to do the right thing, and hard to do the wrong thing,” said Jennifer Martin, a consultant with Healthcare Performance

Improvement.

The final phase will involve forming long-term habits and sustaining a safety culture, a vital step toward becoming a high-reliability organization, she added.

“They will help identify gaps and develop

sustainable solutions.

They are not a one- or two-visit consulting firm we will never see again,” Ekstrand said. “They have a track record of working with hundreds of health care organizations and improving the focus on patient safety.”



## NCOER from P2

When assessed against the standard of duty performance, the two NCOs may appear virtually equal, with similar experience and results during the rating period.

It will be up to the senior rater to decide who is the most qualified, and that will probably come down to small details and a subjective assessment of the NCOs' comparative potential. In short, there is no way for a senior rater to provide a checklist of items for a "Most Qualified" rating.

Instead of providing a checklist, rating officials must be prepared to clearly define the performance standards against which the NCOs they rate are being assessed, but this is only a first step.

The act of senior rating – considering an NCO's potential – is more subjective. At some point, senior raters will have multiple NCOs who perform exceptionally well against the performance standards. This is when a senior rater must make a subjective comparison between NCOs to identify the "Most Qualified" among a pool of "Highly Qualified" NCOs.

Senior raters must be prepared to "own" their assessments and use the NCOER counseling to mentor subordinate

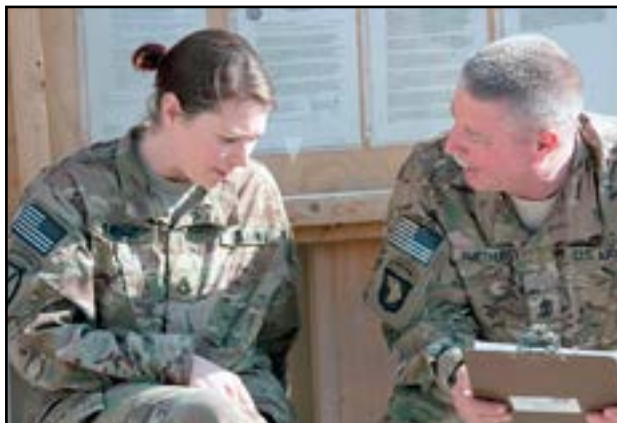


Photo by Sgt. Duncan Brenna

Staff Sgt. Shannon Knorr, Headquarters and Headquarters Company, 1st Battalion, 211th Aviation Regiment, and 1st Sgt. Bryan Smethurst, first sergeant of the HHC, 1-211 AR of the Utah National Guard, conduct an end-of-tour counseling session in Kunduz province, Afghanistan, Nov. 18, 2012.

NCOs. This ownership begins and ends with honest and effective counseling.

Leaders at all levels must mentor raters and subordinate leaders on effective counseling. The emphasis here is on effective counseling.

Leaders and Soldiers should not be satisfied with counseling that does little more than provide a list of tasks to be accomplished or a list of deficiencies to be overcome.

Certainly counseling has to address the standard quantifiable subjects such as Army Physical Fitness Test performance, schools attendance, primary duty performance assessments and individual qualifications, but more

than this, counseling has to address the intangible elements that traditionally set the great NCOs apart from the good ones. The importance of initiative, determination, resilience, lifelong learning and broadening opportunities, to name just a few, must be part of the mentorship an NCO receives in counseling.

Most importantly, counseling should be a frank, two-way discussion between the counselor and the NCO that includes the NCO's strengths and weaknesses and how those strengths and weaknesses manifest themselves in the performance of daily duties.

This requires a balanced discussion involving both positive

reinforcement of what an NCO is doing well, along with candid feedback about where the NCO needs to improve.

The leader must also listen to the Soldiers and their perception of their own performance, strengths and weaknesses in order to fully understand their developmental needs.

Having had that two-way discussion, the leader can then focus on mentoring the subordinate on ways to emphasize strengths to minimize or mitigate weaknesses and providing resources and opportunities to the counseled NCO to directly address those weaknesses.

Of course, the subordinate NCO also has a role to play. The best mentorship in the world is wasted on an NCO who does not want to accept constructive criticism and seriously consider how to apply it to grow.

These NCOs exist throughout the Army and are the ones most likely to be upset and vocal when they find they are among the 76 percent rather than the 24 percent. Frankly, NCOs who consistently refuse to accept and apply counseling provided to them should be rated "Not Qualified."

Refusal to seek and apply constructive criticism is a failure of the Leader Attributes "Character"

and "Intellect," and the Leader Competency "Develops," and should not be assessed as "Qualified" at any level.

It is critical that we all recognize that counseling requires preparation on the part of the counselor and the individual counseled. This preparation and counseling require a commitment to consistently make the time.

Time is a leader's most precious resource, and a leader's time should be prioritized for those activities that only the leader can do and which provide a high payoff when the leader uses his or her time for that activity. Counseling must be a leadership priority.

Effective counseling is a consistent dialogue between leader and Soldier that provides mentorship, direction, coaching, development and, perhaps most importantly, trust on both sides.

Ultimately, this is where the NCOER process transitions from an administrative responsibility to a leadership function. With coordinated effort among raters and senior raters to produce honest NCOERs supported by frank counseling and dedicated mentorship, the NCOER process becomes a real tool for leader development and enhancement of

potential. Long-term dedication to this effort will benefit the Army exponentially as we grow a more competent and potential-laden NCO corps.

If the next generation of leaders maintain a dedication to mentorship and counseling, they will be capable of propelling the Army further than the current generation can conceive, and that will be the measure of our success.

All the ideas above are quickly summarized in the words of retired Col. Joe Buche, who said, counseling "is not designed to make you feel good about yourself. It is designed to help you improve your performance and therefore feel good about yourself."

Graduate-level leaders listen to counseling and use it as they approach the future. Amateurs leave counseling sessions complaining about their boss. Decide to which group you wish to belong and act accordingly."

Let us, as an NCO Corps and as leaders, decide to be graduate-level counselors who build graduate-level leaders for the future of our Army.

*(Sgt. Maj. William E. White Jr. is the sergeant major of the United States Army Old Guard Fife and Drum Corps.)*

# 'Salute To Veterans'

Fort Sam Houston celebrated veterans at a ceremony at MacArthur Parade Field Nov. 13.

While celebrating all veterans, past and present, this ceremony gave special recognition to those who fought during the Vietnam War.

The ceremony's backdrop was the traveling Vietnam Memorial Wall presented by the American Veterans Traveling Tribute.

Each Vietnam veteran was presented with a lapel pin recognizing their service.



Photos by Sgt. 1st Class Wynn Hoke and Luis Deya

A salute battery from U.S. Army North performs during the "Salute To Veterans" event at MacArthur Field on Fort Sam Houston Friday, which honored veterans past and present for their service.



Lt. Gen. Perry L. Wiggins (left) and other senior military leaders from around Fort Sam Houston and Joint Base San Antonio gave special recognition to Vietnam Veterans in attendance by presenting each with a lapel pin for their service during the "Salute To Veterans" event at MacArthur Field on Fort Sam Houston Friday, honoring veterans past and present for their service. Wiggins is the commanding general of U.S. Army North (Fifth Army) and senior Army commander of Fort Sam Houston and Camp Bullis.



Air Force Lt. Gen. Darryl Roberson, commander of Air Education and Training Command, and AETC Command Chief Master Sgt. Gerardo Tapia, pin the Vietnam Veteran lapel pin on U.S. Air Force Vietnam veterans during the "Salute To Veterans" event at MacArthur Field on Fort Sam Houston Friday, which honored veterans past and present for their service.



Retired Army Lt. Col. Daniel C. Martin, dressed in a World War II-vintage uniform, mans a mock radio desk at one of the static displays at the "Salute To Veterans" event at MacArthur Field on Fort Sam Houston Friday.



Navy Rear Adm. Rebecca McCormick-Boyle, commander of the Navy Medicine Education and Training Command at Fort Sam Houston, pins the Vietnam Veteran Lapel Pin on U.S. Navy Vietnam veterans during the "Salute To Veterans" event at MacArthur Field on Fort Sam Houston Friday.





Vietnam veterans from all branches of military service line up to be recognized during the "Salute To Veterans" event at MacArthur Field on Fort Sam Houston Friday.



The 323rd Army Band "Fort Sam's Own," under the leadership of Band Master Chief Warrant Officer 4 Thomas Hager, gets ready to perform during the "Salute To Veterans" event at MacArthur Field on Fort Sam Houston Friday, which honored veterans past and present for their service. The drum major is Sgt. 1st Class Luke Jefferson.



Veterans show their approval during a vintage airplane flyover, one part of the events during the "Salute To Veterans" event at MacArthur Field on Fort Sam Houston Friday.



U.S. Marine Corps Maj. Oscar Rodriguez, commander of the 4th Reconnaissance Battalion at Fort Sam Houston and Command Sgt. Maj. Mark Gonzales, pin the Vietnam Veteran Lapel Pin on USMC Vietnam veterans during the "Salute To Veterans" event at MacArthur Field on Fort Sam Houston Friday, which honored veterans past and present for their service.



A Vietnam veteran recognizes a name on the American Veteran Traveling Wall during the "Salute To Veterans" event at MacArthur Field on Fort Sam Houston Friday. Special recognition was given to those who fought during the Vietnam War. The backdrop presented during the ceremony is an 80 percent replica of the Vietnam Memorial Wall that travels through the country to commemorate those who fell during the Vietnam War.

# Thanksgiving hours for JBSA- Fort Sam Houston dining facilities, volunteers needed

Joint Base San Antonio-Fort Sam Houston dining facilities have set their operating hours for the 2015 Thanksgiving holiday weekend.

The Thanksgiving meal menu is the same for all locations and the meal rate for active duty enlisted service people from E1-E4 and their spouses and dependents is \$6.80. For officers, enlisted E5 and above, retirees, family members, and civilians is \$9.05.

**At the Rocco Dining Facility, building 2745, the hours of operation are:**

Wednesday: breakfast, 6:15-8:15 a.m.; lunch, 11 a.m. to 1 p.m.; dinner, 5-7 p.m.

Thursday: breakfast, 6:15-8:15 a.m.; lunch, noon to 2 p.m.; dinner, 5-6:30 p.m.

Nov. 27: breakfast, 6:15-8:15 a.m.; lunch, 11 a.m. to 1 p.m.; dinner, 5-7 p.m.

Authorized patrons at the Rocco Dining Facility include military members, retirees, family members and JBSA-Fort Sam Houston civilian employees.

**At the Slagel Dining Facility, building 1287, the hours of operation are:**

Wednesday: breakfast, 6-8:30 a.m.; lunch, 11 a.m. to 1:30 p.m.; dinner, 5:30-7:30 p.m.

Thursday: breakfast, 6-8:30 a.m.; lunch, noon to 2:30 p.m.; dinner, 5-6:30 p.m.

Nov. 27: breakfast, 6-8:30 a.m.; lunch, 11 a.m. to 1:30 p.m.; dinner, 5:30-7:30 p.m.

Authorized patrons at the Slagel Dining Facility include military members and family members only.

**At the JBSA-Camp Bullis Dining Facility, building 5107, the hours of operation are:**

Wednesday: breakfast, 6-7:30 a.m., lunch, 11:30 a.m. to 1 p.m.; dinner, 5-6 p.m.

Thursday through Nov. 27: Closed. Thanksgiving meal served Thursday at JBSA-Camp Bullis

Authorized patrons at the JBSA-Camp Bullis Dining Facility include military, retirees, family members and JBSA-Camp Bullis civilian employees.

Since JBSA-Fort Sam Houston will be operating three dining facilities for Thanksgiving, the Food Service Office developed a schedule which will afford people an opportunity to serve.

To volunteer, call 221-3106 or 221-5632.



# Put safety first while hunting

By Michael Horstman  
JBSA-Lackland  
Weapons Safety Manager

Hunting is a tradition in Texas and across the country. It is a time spent with family and friends in the woods perusing game.

This is also a time when risk assessment and management can be used to great advantage. Hunting with archery equipment or firearms has some similarities, but also have their stark differences.

The first rule of hunting safely is to let someone know where

you plan to be and when to expect you back. Current technology allows us to stay in contact much easier than in the past. Even letting them know where you plan to park your vehicle and possibly how to get to your hunting location should you not come home as scheduled.

Wear clothing and footwear designed for the weather and conditions you anticipate. Also, wear the required "Hunter Orange" so you will be visible to other hunters.

Always keep your equipment in good or-

der. Check firearms for any obstructions in barrel, and that the safety is functional. Check archery equipment to ensure the string is in good condition and the bow is not damaged. All of these can result in future damage or injury.

Make sure of your target. Do not shoot unless you are certain that it is the game you intend to harvest. Shooting at a patch of brown can prove disastrous. Also, be sure the area past your intended target is clear. Bullets and even arrows do not always stop when they

hit the target.

Be cautious when hunting from elevated positions. Three points of contact when climbing and a harness in good shape to keep you in the stand are essential. Long periods in a stand on a sunny day can cause you to drift off and a full body safety harness can come in handy. Being jarred awake at the end of a tether is better than waking up on the ground with a few broken bones.

These are just a few simple rules to help ensure that you have an enjoyable time in the



Graphic by Senior Airman Zachary Hada

One element that should never be overlooked while hunting is safety.

outdoors. This, along with common courtesy for others that are out there with you, can go a long way toward ensuring an enjoyable and potentially successful hunt. Just remember there is nothing as important as coming home safely from

a memorable hunt.

The point of the hunt is not always at the sharp end of your arrow, but rather most of its significance is found within your heart.

Shoot straight, be aware, have a safe day in the woods.

## ARMY CHIEF OF STAFF VISITS U.S. ARMY SOUTH



Photo by Maj. Jamelle A. Garner

Gen. Mark A. Milley (center), 39th chief of staff of the Army, accompanied by Maj. Gen. K.K. Chinn (right), U.S. Army South commanding general, talk with representatives from U.S. Army South partner nations at the U.S. Army South headquarters building on Fort Sam Houston Nov. 4. U.S. Army South has representatives from some of its partner nations located in Central and South America who are stationed at U.S. Army South headquarters on Fort Sam Houston, which provides the commander instant access to subject matter experts from countries in U.S. Army South's area of operations.

# Army nurse-athlete conquers cancer, readies for elite marathon

By Elaine Sanchez  
BAMC Public Affairs

Cancer may have taken her ability to run, but Capt. Kelly Elmlinger refused to let that slow her down.

Instead, the Army nurse traded running for wheelchair racing and sped her way to multiple medals at the Warrior and Invictus Games and a spot in next spring's Boston Marathon.

"Cancer was really tough, but it opened up a world of opportunities I wouldn't have had otherwise," said Elmlinger, who serves at San Antonio Military Medical Center on Joint Base San Antonio-Fort Sam Houston. "I'm still a productive member of society, still celebrating successes in life."

The Cleveland, Ohio, native developed a passion for both sports and the military at an early age. Elmlinger recalls being glued to the television during Operation Desert Storm, and set her sights on joining the Army her senior year.

However, the versatile athlete became conflicted after earning college scholarships for cross country, track and basketball.

"I got cold feet about joining the service," she said. "I couldn't see myself giving up sports just yet."

Elmlinger devoted herself to college, but the military beckoned again her sophomore year. This time she trusted her gut and

enlisted as an Army medic on Veterans Day in 1998. Over the next decade, she served with Fort Bragg's 82nd Combat Aviation Brigade, attended U.S. Army Airborne School, was deployed twice and had a two-year stint with a special missions unit.

In 2011, Elmlinger applied for the Army Enlisted Commissioning Program and University of North Carolina's nursing school and got accepted to both. She spent the next two years at school and caring for her then-4 month old daughter, Jayden.

The newly graduated nurse requested an assignment at San Antonio Military Medical Center.

"My key reason is I wanted to take care of wounded warriors," she said. "I cared for warriors at the point of injury during deployments and wanted the opportunity to close the loop, care for them as they move forward in their recovery."

Elmlinger arrived at SAMMC in the summer of 2011 and was assigned to a unit focused on warrior care. It was here she decided to readdress a health issue that had been nagging her for more than a decade – tenderness and pain in her left leg. Her doctors found what appeared to be a collection of blood vessels and performed a procedure, but in six weeks she was



Courtesy photo

Army nurse Capt. Kelly Elmlinger trains for future races at Joint Base San Antonio-Camp Bullis in San Antonio in August.

See **ELMLINGER, P15**



## ELMLINGER from P14

back and in even more pain.

This time, her doctor suggested a biopsy and diagnosed Elmlinger with synovial sarcoma.

"I knew the term, but it took a while for it to click: it was cancer," she said. "I knew from then on my life would be different."

Synovial sarcoma is a rare form of soft tissue cancer with removal as the primary treatment option. Elmlinger weighed her options: remove the tumor or take the extra step of removing the leg. She opted for limb salvage, undergoing the first of three surgeries in June 2013.

A turning point came in January 2014, when Elmlinger was given the green light to rehabilitate at the Center for the Intrepid on JBSA-



Courtesy photo

Capt. Kelly Elmlinger competes at the 2015 Department of Defense Warrior Games on Marine Corps Base Quantico, Va., in June.

Fort Sam Houston.

The avid athlete was eager to dive back into sports, but due to the bone and tissue removal from her leg, was unable to run. Fortunately,

someone suggested wheelchair racing.

"It was not love at first sight," she said. "But I agreed to try it."

The sport clicked with Elmlinger, who

trained for hours each week to gain speed. Faster than ever, she decided to pursue her lifelong dream of racing in the Boston Marathon. She qualified by 10 minutes and will participate in the elite race in April 2016.

Just a year after starting the sport, the versatile athlete went on to earn eight medals at national and international competitions – not just for wheelchair racing, but also track and field, cycling and swimming.

Elmlinger, who continues to train for future events, said the games have come to represent much more than sports to her. "I look at these sporting events as more of a celebration of life," she said. "I may be having a bad day, but I look around and see how other people are overcoming challenges ... and they inspire me."

Along with sports, Elmlinger was deemed fit to return to her other passion, military nursing. This month marks her fifth back at work in SAMMC. "Some days are tough, but I'm fortunate and grateful to have the opportunity to still serve," she said.

While she holds the Army in high esteem, Elmlinger said she's most grateful for her daughter, who is now 7 years old, and for reaching the milestone of two years cancer free.

"I am so thankful for my doctors, the CFI and for the technology that enabled me to keep my leg," she said. "It was a tough road, but it's what led to amazing opportunities. I've traveled around the world, met amazing people. I feel very fortunate."



Photo by Robert T. Shields

Capt. Kelly Elmlinger (center), an Army nurse, checks on patient Papa Ndiaye while Army Spc. Jeremy Allred looks on in the 4 West inpatient ward at the San Antonio Military Medical Center on Joint Base San Antonio-Fort Sam Houston Oct. 23.

# U.S. Army South hosts Brazil staff talks

By Maj. Jamelle A. Garner  
U.S. Army South Public Affairs

In preparation for future engagement with the Brazilian army, U.S. Army South representatives hosted a bilateral army staff talks steering committee meeting at Fort Sam Houston Oct. 26-30.

Six senior Brazilian Army delegates engaged their military counterparts in discussion group topics ranging from cyber, intelligence, medical, operations, aviation and plans.

"Our number one objective for the Brazil Staff talks is to strengthen and enhance the relationship between the U.S. Army and the Brazilian army," said Col. Rocky Burrell, U.S. Army South regional affairs director. "The most significant thing that takes place at the

Brazil staff talks steering committee meeting is the development, refinement and agreement that comes from the two armies resulting in our five-year plan and our way ahead to achieve specific objectives between the Brazilian army and the U.S."

Col. Wilson Lauria, Brazilian army staff officer in charge of plans, said their goals and objectives are to design a 5-year cooperation plan. "We are focused on and working towards two main objectives, expeditionary capabilities and interoperability."

"The steering committee is really where all of the work is done," said Maj. Gen. K.K. Chinn, U.S. Army South commanding general. "It's about continuing to build the relationships that we have."



Photo by Maj. Jamelle A. Garner

Maj. Michael Rogowski (left), along with Brazilian army Lt. Col. Sandro Ernesto Gomes and Capt. James Isakson, refine and work on a support plan for the U.S.-Brazil staff talks.

# Black socks now authorized for Army PT uniform

By Gary Sheftick  
Army News Service

Soldiers are now authorized to wear either black or white socks with their Army physical fitness uniform.

Effective immediately, black socks can be worn with either the gray-black PT uniform or the new gold and black uniform.

Like white socks, the black socks must be plain with no logos. The socks can be calf-length or ankle-length, but must at least cover the entire ankle bone, said Sgt. Maj. Eva M. Commons, Army uniform policy sergeant major with G-1.

The new policy comes as a result of Soldiers requesting the change over the last several months, Commons said.

"The senior Army leaders will go out to various installations and receive questions from the field," Commons said. "One of

the ones brought back was the request to be authorized to wear black socks."

The Army staff then examined the request, she said. The black sock question was also placed into a uniform item survey completed in August by 18,588 Soldiers. Almost 67 percent of respondents, or 12,408 said that black socks should be authorized.

Since the black socks will be optional, there was no production requirement, no cost associated, and the logistical aspect was minimal, so this change was able to go through an abbreviated board process, Commons said, but added that all of the steps of the Uniform Board process were still completed before the change was considered by the Army chief of staff.

"We were able to get through all of the steps

much more quickly and get it approved and get it implemented so Soldiers can start operating under this new guidance," she said.

The new guidance is outlined in an Exception to Policy, or ETP, memorandum signed by Lt. Gen. James McConville, Army G-1, Nov. 5. That memo will serve as the authorization for Soldiers to wear black PT socks until Department of the Army Pamphlet 670-1 is updated in a few months, Commons said.

Another change to the new DA Pam 670-1 will be the elimination of all reference to the dress green Army Service Uniform, or ASU. Sept. 30 was the wear-out date for the green Class A jacket, she explained.

Other items in the recent uniform survey must go before the Uniform Board at Department of the Army before they can



Photo by Alejandro Pena

Black socks are now authorized for wear with both the Improved Physical Fitness Uniform (black and gold) and the traditional gray Army Physical Fitness Uniform. Both uniforms are shown here as U.S. Army Alaska formation as Soldiers participate in an Army Birthday Run on Joint Base Elmendorf-Richardson, Alaska, June 4.

be implemented, Commons said. The survey included questions about a wind-proof blue Eisenhower jacket, a single-style "campaign hat" for all drill sergeants, and a single-style ASU cap

for all Soldiers.

A majority of Soldiers voted for the optional wind-proof Eisenhower, or Ike, jacket meant to be worn in the workplace.

Soldiers also voted that all drill sergeants,

including women, should wear a single-style "campaign hat," already worn by male drill sergeants. A total of 11,590 Soldiers, or 62.4 percent, wanted this headgear for all drill instructors.

A majority of survey respondents wanted the Army to go to a single-style service cap for all Soldiers. A total of 12,250 Soldiers, or 65.9 percent, wanted the "bus driver" type cap - now worn by males - to be authorized for wear by all Soldiers.

In addition, 10,313 respondents, or 55.4 percent, wanted the blue service cap to be the required headgear with ASUs for senior noncommissioned officers (sergeant first class and above), officers and warrant officers, instead of the beret.

A representative sample of active duty, National Guard and Army Reserve troops were asked to complete the uniform survey.

## Stay safe during while cooking during Thanksgiving holiday

By Tech. Sgt. Michael A. Evans  
Occupational Safety Specialist  
502d Air Base Wing Safety Office

The kitchen is the heart of the home, especially at Thanksgiving. With all the activity that will be going on, safety in the kitchen is paramount.

According to the National Fire Protection Association, Thanksgiving Day (Nov. 28, 2013) was the leading date for home cooking fires with 1,550, which is 230 percent above the average number of fires per day.

Thanksgiving is the peak day for home cooking fires, according to the NFPA, followed by Christmas Day and Christmas Eve. Unattended cooking

was by far the leading contributing factor in cooking fires and fire deaths. Cooking equipment is the leading cause of home structure fires and associated civilian injuries and was the third leading cause of home fire deaths.

When it comes to risk management, many people forget just how dangerous cooking can be, especially when additional "cooks" and adult beverages are thrown into the mix.

Typically, home fires on Thanksgiving will nearly double the rate of any other day. We all want to show off our culinary abilities, but all too often disregard common sense and normal safety precautions. Additionally, your house is

usually full of family and friends, which makes the potential of injury that much greater.

The following are some tips that will help better protect you and our family this Thanksgiving:

- Check your smoke alarm's batteries the day before to make sure they are functional.
- Check your fire extinguisher. Make sure you know where it is and that it's functional. Also, make sure you have an appropriate extinguisher for the type of cooking you'll be doing. Not all extinguishers are registered for grease fires and will do little to stop them.
- Cook as much as possible before Thanksgiving

Day. That way, you won't be overloading your oven. Many fires are the result of trying to cram too many things into one oven.

- Stay in the kitchen when you are cooking on the stovetop so you can keep an eye on the food.
- Keep children away from the stove. The stove will be hot and kids should stay 3 feet away.
- Be sure electric cords from an electric knife, coffee maker, plate warmer or mixer are not dangling off the counter within easy reach of a child.

In addition, if you choose to use a turkey fryer, here are some safety tips:

- Deep-frying your turkey is one of the most hazardous things you can

attempt to cook. Make sure you follow all of the instructions on your fryer or consider an alternate method of cooking.

- Only use turkey fryers outdoors; away from any building or material that can catch fire; in full view.
- Make sure there is at least two feet of space between the liquid propane tank and the fryer burner.
- Never place the fryer on wooden decks or under a garage, carport, or breezeway.
- Never leave fryer unattended; monitor temperature closely.
- If any smoke at all comes from the heating pot of oil, turn the burner off immediately - this means the oil is too hot.

- Make sure the turkey is completely thawed and dried before adding to the oil; water and ice crystals can cause the oil to splatter or spill over.

Thanksgiving, like all holidays, is often an excuse to pour a little more wine or have a couple more beers or mixed drinks. Don't overdo it and don't drink and drive. If a family member or guest has too many drinks, offer to call them a cab or provide someplace to sleep.

During this Thanksgiving Day, remember to give thanks and enjoy spending time with family and friends, while indulging in some delicious food. For additional safety tips, visit <http://www.nfpa.org>.



# INSIDE THE GATE

## Closed for Training

The Military & Family Readiness Center is closed every first and third Thursday from 1-4:15 p.m. for in-service training. Call 221-2418 or 221-2705.

## Employment Readiness Orientation

Mondays, 9-10 a.m. Military & Family Readiness Center, building 2797. Learn about employment resources and review services offered. Call 221-2380.

## Anger Awareness

Monday and Nov. 30, 2-4 p.m., Military & Family Readiness Center, building 2797. This four-part series must be attended in order. Learn to identify triggers, signals, expressions of anger, and techniques to effectively control anger. Call 221-2418.

## Helping Us Grow Securely (HUGS) playgroup

Tuesdays, 10 a.m. to noon, Middle School Teen Center, building 2515. An interactive playgroup for infants and toddlers; open to parents and their children, ages 5 and under. Registration not required. Call 221-2418.

# OUTSIDE THE GATE

## UTSA vs. Rice Military Appreciation Football Game

Join fellow Roadrunner fans in honoring all veterans and active military during the Military Appreciation game at 6 p.m. Saturday at the Alamodome, 100 Montana St., the University of Texas at San Antonio takes on the Rice University Owls. Tailgating begins at 11 a.m. For tickets, call the UTSA Athletics Ticket Office at 210-458-UTSA (8872). As a "thank you" to military personnel, donors have made tickets available for active duty and Reserve service members and their families. Call the UTSA Athletics office at 458-8036 for details.

## AccessAbility Fest

Joint Base San Antonio Exceptional Family Member Program consultants invite patrons to attend the 9th annual AccessAbility Fest from 11 a.m. to 3 p.m. Dec. 8, at El Mercado, 514 W. Commerce. The event is a gateway to resources, opportunities and

independence. This comprehensive community initiative spotlights programs and services that support all abilities, physical, developmental, sensory and mental health challenges. This free event is open to the public.

## Military Salute At The Briscoe Museum

The Briscoe Western Art Museum, located at 210 W. Market St. in San Antonio, offers a military salute program that allows year-round free admission for active duty military and up to four members of their family. For more information, visit <http://www.briscoemuseum.org>.

## Van Autreve Sergeants Major Association

The Sgt. Maj. Of the Army Leon L. Van Autreve Sergeants Major Association meets at 5 p.m. on the third Thursday of each month at the Longhorn Café, 1003 Rittiman Road. All active duty, Reserve, National Guard and retired sergeants major are invited. Call 539-1178.

## Enlisted Association

Chapter 80 of the Enlisted Association meets at 1 p.m. on the fourth Wednesday of each month at the JBSA-Lackland Gateway Club. Call 658-2344.



**FOR SALE:** Malibu Pacific 5-in-1 weight bench; features bench press with shoulder, incline, decline and bench positions; leg press; front and back leg lift; laterals bar; rowing bar; 200 pounds capacity; excellent condition, \$1,200 OBO, call 830-522-1919.

**FOR SALE:** Bamboo table; 39 inches by 39 inches by 24 inches; very good condition, \$50. Call 599-3438.

# CHAPEL WORSHIP SCHEDULE

## PROTESTANT SERVICES

### Sundays

**Main Post (Gift) Chapel**  
Building 2200, 2301 Wilson Way  
8 and 11 a.m. - Traditional

### Dodd Field Chapel

Building 1721, 5584 Dodd Blvd.  
8:30 a.m. - Samoan  
10:30 a.m. - Gospel

### Army Medical Department Regimental Chapel

Building 1398, 3545 Garden Ave.  
9:20 a.m. - 32nd Medical Brigade Contemporary Service  
11:01 - Contemporary "Crossroads"

### Brooke Army Medical Center Chapel

Building 3600,  
3551 Roger Brooke Rd.  
10 a.m. - Traditional

## CATHOLIC SERVICES

### Daily Mass

Brooke Army Medical Center Chapel  
Building 3600,  
3551 Roger Brooke Rd.

11:05 a.m., Monday through Friday

### Main Post (Gift) Chapel

Building 2200, 2301 Wilson Way

11:30 a.m., Monday through Friday

### Saturday

### Main Post (Gift) Chapel

4:45 p.m. - Reconciliation  
5:30 p.m. - Evening Mass

### Sunday

8 a.m. - Morning Mass, AMEDD  
8:30 a.m. - Morning Mass, BAMC  
9:30 a.m. - Morning Mass, MPC  
11:30 a.m. - Morning Mass, BAMC  
12:30 p.m. - Afternoon Mass, DFC

## JEWISH SERVICES

8 p.m. - Jewish Worship, Friday, MPC  
8:30 p.m. - Oneg Shabbat, Friday, MPC

## ISLAMIC SERVICE

2:00 p.m. - Islamic Services (Monday through Thursday) BAMC  
1:15 p.m. - Jumma, Friday, AMEDD

## LATTER DAY SAINTS SERVICES

1 p.m. - LDS Worship, Sunday, AMEDD

## BUDDHIST SERVICES

10 a.m. - Buddhist Services, Saturday, AMEDD

*For worship opportunities of faith groups not listed here, please visit the JBSA-Fort Sam Houston Chaplain's website at <http://www.jbsa.af.mil/jbsachapel/samhouston.asp>.*

# What TRICARE beneficiaries need to know about open enrollment, marketplace

It's time for open enrollment; the time of year when people can enroll in or change their health insurance plan. The open enrollment period for (<http://www.HealthCare.gov>) is Nov. 1 to Jan. 31 for 2016 coverage.

How does this affect you? Most TRICARE beneficiaries don't need to worry about open enrollment.

However, for beneficiaries who are not eligible for TRICARE coverage, have lost or are losing coverage, or may qualify to purchase a TRICARE premium-based health plan you can utilize this open enrollment period to see if there are other health coverage options

that work best for you and your family.

If you want to explore your local coverage options outside of TRICARE, go to <http://www.HealthCare.gov>. You can find out if you qualify for financial assistance and review coverage plans offered in your area without having to submit an application. Just indicate that you don't currently have coverage when using the portal.

When using the portal, go to the "Individual and Families" tab on [HealthCare.gov](http://www.HealthCare.gov), and click the "Get Coverage" tab. From there, click the "\$ Will You Save?" section near the middle of the Web page.

After selecting your initial options, use "Get Ready to Apply" where you can enter family size, income and your state and/or zip code of residence to get an estimate of available coverage and costs, including available plans, premiums, and cost shares. If you are under 30, you can get personalized health coverage options on <http://www.HealthCare.gov>.

After exploring the Health Insurance Marketplace options, you can use [TRICARE.mil](http://www.TRICARE.mil) to compare TRICARE premium based coverage and costs to the marketplace plans.

You can also compare TRICARE plans online with our "Compare

Plans" tool. If you need additional help, call the [HealthCare.gov](http://www.HealthCare.gov) toll free line at 1-800-318-2596, or for the hearing and speech impaired dial 1-855-889-4324, or contact a local person or group in your area for assistance. Visit their "Contact Us" page to enter a zip code to find contact information for individuals and organizations in your area.

If you are currently enrolled in a premium based TRICARE plan and decide to use a non-TRICARE option, you need to submit a disenrollment request to your TRICARE regional contractor.

Be sure not to disenroll from your current TRI-

CARE coverage until you confirm the start date of your new coverage so that there is no gap in coverage and you aren't penalized or pay a tax penalty for each month that you and the other individuals listed on your tax form do not have coverage.

Once the Defense Enrollment Eligibility Reporting System records your disenrollment date, the Defense Manpower Data Center responds to queries from the Federal Hub that you do not have minimum essential coverage from the Department of Defense.

Beneficiaries losing TRICARE coverage due to separation or discharge, divorce, aging out, etc.,

may qualify to enroll for alternate coverage during a special enrollment period. They must apply for marketplace coverage within 60 day of losing their TRICARE coverage.

Don't forget that the Affordable Care Act requires most Americans, including TRICARE beneficiaries and DOD employees, have minimum essential coverage.

Most TRICARE plans meet this requirement, but if you want to explore health care options outside of TRICARE, make sure to visit <http://www.HealthCare.gov> during open enrollment.

(Source: [TRICARE.mil](http://www.TRICARE.mil) Communications Division, Defense Health Agency)

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